



VILLANOVA UNIVERSITY  
FACULTY CONGRESS

Academic Year 2022-2023

May 4, 2023

10:00 am to 11:30 am

via Zoom: <https://villanova.zoom.us/j/94432808002>

or in person, Dougherty Hall East Lounge

AGENDA

**Housekeeping**

- Welcome
- Approval of minutes from March, 2023 meeting

**Special guest presentation:** Steven McWilliams, Director of Disability Services, will provide a brief overview of the VUnited program at Villanova.

**Announcements**

- [Wildcat Crossing](#) is a pre-commencement ceremony that honors seniors who embody diversity in all its forms. WCC is taking place **Thursday May 18, at 1pm, on the Rowen Green** (rain location Connelly Center Villanova Room). Faculty can (1) invite students to register for the event: [Registration form for students](#) is open until April 30; and (2) faculty can attend the ceremony in support of students. Faculty can sign up on this [form](#) or just come on the day. No academic attire is needed.
- Graduation updates: in response to some feedback last year, we requested that faculty be required to attend either the undergrad or graduate graduation ceremony (recognizing that some faculty teach only graduate students), and that will be the new policy going forward. Everyone is welcome to attend both, as always. Faculty award winners will be recognized during the procession onto the field during the Bachelor's Degree Commencement Ceremony on Friday.
- Recent vote updates:
  - The Faculty Congress Fossil Fuel Divestment Resolution passed!
  - The suggested changes to the FC constitution passed with the needed 2/3 threshold!
- **Scheduling our Fall 2023 faculty congress meetings:** please complete the poll [here](#) (<https://www.when2meet.com/?19857936-Oh8Yj>) by **Thursday, May 11**, with your availability on a *typical week* in Fall 2023.

**Standing Committee Reports** (*reports submitted in advance; please see appendix; this time set aside for elevated issues and/or questions*)

Amanda Knecht, Ann Juliano, Aronte Bennet, Bridget Wadzuk, Cheryl Carleton, Col. Vincent Ciuccoli, David Shaffer, Eric Hamberger, Farshid Baghai, Frank Pryor, Gerald Beyer, Gregory Hoskins, Jared Paul, Jennifer Altamuro, Jennifer Ross, Jeremy Kees, Joe Betz, John Sedunov, John-Paul Spiro, Joseph Drury (Vice Chair), Justinus Satrio, Kamran Javadizadeh, Kathryn Haymaker (Chair), Kerry San Chirico, Lisa Sewell, Mark Wilson, Michelle Kelly, Michelle McKay, Paul Bernhardt, Qi Wang, Rachel Skrlac Lo, Raka Shome, Samantha Chapman, Sergey Nersesov, Sherry Burrell, Stephanie Katz Linkmeyer, Sue Metzger, Theodore Arapis, Tina Agustiady, Troy Shirangi, William Wagner

1. Awards Committee (Andrew Scott [chair, external member], Sherry Burrell)
2. Adjunct Faculty Representatives (Tina Agustiady, Eric Hamberger) – see Appendix A
3. CNT/FTNTT Faculty Representatives (Frank Pryor, Sue Metzger, John-Paul Spiro)
4. Election and Credentials Committee (Q Chung, Jen Palenchar, Qi Wang, Bob Styer [emeritus])
5. Research Policy Committee (RPC; Jared Paul, chair)
6. Faculty Rights & Responsibilities Committee (FRRC; Amanda Knecht, chair)
7. Retired faculty members (Joe Betz)

**Committees with Faculty Representation** (*reports submitted in advance; please see appendix; this time set aside for elevated issues and/or questions*)

1. Academic Policy Committee (Bridget Wadzuk, chair)
2. Announcement: the CATS subcommittee of APC is working with OSPIE on a new CATS study (info from the 2011-2012 study is on p.7: <https://www1.villanova.edu/content/dam/villanova/opir/CATS%20Guide.pdf>) – any statistics issues/questions about the current study can be brought to Paul Bernhardt ([paul.bernhardt@villanova.edu](mailto:paul.bernhardt@villanova.edu))
3. LMS committee (Bridget)

### Old Business

1. Call for interested faculty to join Research Policy Committee on exploring an Open Access Policy (an example policy: <https://openarchive.stanford.edu/policy>) (Katie)

### New Business

1. Feedback from the Provost's CNT forum (Katie)
2. CLAS teaching load policy is being revised this summer by the CLAS Dean's Office – request for CLAS reps to talk to constituents to bring up any issues before the revision (Katie & Joe)
3. Potential faculty 3-minute research competition, similar to 3MT – call for feedback (Katie)
4. Call for any additional items for May 9 meeting with Provost/VPAA

### Reminders

#### *Upcoming Congress events:*

#### FC leadership meetings with Provost & Vice Provost

(Katie, Joe, Bridget, Amanda)

- ~~March 1 rescheduled to: March 30~~
- May 9

#### Spring 2023 Faculty Congress general meetings

- ~~Wednesday, January 25, 11:30am – 1:00pm (Zoom)~~
- ~~Monday, February 20, 11:30am – 1:00pm (Hybrid)~~
- ~~Wednesday, March 22, 11:30am – 1:00pm (Zoom)~~
- Thursday, May 4, 10:00am – 11:30am (Hybrid)

#### 2022-23 Spring Faculty Fridays, 2:30 p.m. to 4:30 p.m. (The Refectory)

- ~~January 27~~
- ~~February 24~~
- ~~March 31~~
- ~~April 28~~

## Appendix A: Standing Committee Reports

### Academic Policy Committee

1. APC got an update about CATS Study from Jim Trainer about how they are going to go about evaluating bias. More to come this summer and fall.
2. APC approved a student-driven initiative for a Wellness Day that is now being reviewed by the Deans.
3. APC also approved a Proposed Revision to the Academic Integrity Code
  - a. Current Provision:
    - i. “If, after the penalty grade has been taken into account, the student is still passing the course, the student may withdraw from the course prior to the final deadline for withdrawing from a course.”
  - b. Proposed Revision:
    - i. “If a student is found responsible for an academic integrity violation that results in a grade penalty, they may not WX the course unless they are approved to WX for significant medical reasons. Students applying for a WX based on significant medical reasons must submit documentation, and their request for an exception will be considered.”
  - c. Rationale:
    - i. The revision will eliminate the inequity arising between a student who violates the code before the WX deadline and the student whose violation follows after the WX deadline.

### Faculty Rights and Responsibilities Committee

FRRC met on April 20<sup>th</sup> and voted to ask the Provost’s office to change the handbook section on faculty representation on the Dean search committees to: “Four faculty members at the associate level or above, three of whom must be tenured, elected by and representing all the CNT, tenured, and tenure-track faculty members of the concerned college,…”

We also approved some minor changes to the rank and tenure policy that provide clarity and help those applying for promotion.

FRRC are meeting with Alice Dailey on May 18 to go over the General Counsel’s responses to the requested ULC additions to the handbook. It appears there will not be a new section in the handbook this fall, so faculty should consider their options when asked if they want to opt-out of ULC in August.

### Adjunct Faculty Committee

From the Provost’s office: Compensation Question

We have a *Schedule for Credit Earning Courses* that establishes per credit pay. The Schedule follows these design principles:

- Faculty with a terminal degree (e.g., Ph.D.) are paid more than faculty without a terminal degree (e.g. MA degree).
- Faculty teaching graduate courses are paid more than faculty teaching undergraduate courses.

- Lab Assistants and Drill Instructors (who only teach undergraduate students) are paid less than faculty with full-responsibility to teach 3 credit courses.
- All four types of faculty with at least 61 credits of teaching experience at Villanova are paid more than faculty with less than 61 credits of teaching experience at Villanova.
- The compensation is different across the colleges in order to better align with the market for faculty in the various academic disciplines. For example, the lowest per credit hour undergraduate rate for a part-time faculty member with a terminal degree is \$1,800 and the highest is \$2,025. These differences also are felt to an even greater extent among full-time faculty.
- The per credit hour rates are adjusted annually to include the standard university percentage raise full-time employees receive as well to account for changes in the market for faculty from various disciplines.

In summary, our rates account for differences in education, experience, course responsibility, type of course, the market for faculty from various disciplines, and providing annual raises consistent with the University's allocation for all employees. These annual increases are informed by feedback from College leadership regarding the program structure, market rates, and recent hiring efforts.

There is a separate *Schedule for Non-Credit Instruction* for faculty in the College of Professional Studies. This schedule establishes a rate based on these design principles:

- Qualifications for teaching the non-credit course (i.e. Degree, professional experience, required credential from an affiliated professional association)
- Subject area of the non-credit course (i.e. Paralegal versus Counseling)
- Market for expertise in the non-credit subject area
- Time and duration of the instruction of the non-credit course
- Primary modality of the course (online vs. on-campus)

For example, campus courses range from \$100 to \$160 per hour based on the criteria above and instructors who teach online are compensated between \$1,000 to \$2,500 per month, with rates based on the course's instructional hours and required levels of faculty engagement.